



INDIVIDUAL DEVELOPMENT PLAN

A. EMPLOYEE'S PROFILE

Name (Last, First, MI)	Sex M/F	Age	Position and Salary Grade [Year(s) in the position]	Division/Office	Supervisor's Name	Period (3 years)
Magculang, John Andrew M.	M	29	Forest Technician I, SG 6 (7 years and 3 months)	Technical Services Division DENR-PENRO, Marinduque	CDO II ALETH C. BUNDOC	2023-2025

B. DEVELOPMENT PLAN

(Based on the competency assessment conducted and/or the results of the review of performance, please identify the top gaps or weaknesses among the competencies assessed that the employee needs to focus for development, improvement or enhancement. It would be best to prioritize FIVE (5) developmental areas over a three-year period.)

Development Targets	Developmental Activity	Success Indicators	Planned Completion Date	Means of Verifications	Completed Date	Remarks
PCO8 - RESULTS-BASED MONITORING AND EVALUATION SYSTEM (RBME) AND ENVIRONMENTAL AUDIT FOR DIFFERENT ENRM SITES	Training/learning events	Able to understand the environmental compliance and management audit.	February 2025	Training Certificate		
PCO15 - FOREST, WATER & WILDLIFE RESOURCES REGULATION	Training/learning events	Able to know the rules and regulation, techniques in managing our environments (e.g forest, water and wildlife resources.	May 2025	Training Certificate		
PCO16 - TENURE AND RIGHTS ASSESSMENT	Training/learning events	Able to understand the common law system and policies.	October 2024	Training Certificate		

PCO3 - CHARACTERIZATION OF ECOSYSTEM AND USE OF PLANNING TOOLS AND PROCEDURES	Training/learning events	Able to understand in making good use of ecosystem services and biodiversity values to address global challenges.	September 2024	Training Certificate		

I acknowledge and understand my individual development plan as discussed with my supervisor. I affirm that the development targets and the corresponding details indicated in my IDP will contribute in the delivery of service excellence in the Department. I, therefore, commit to accomplish the targets in the given period.

Employee Signature: 	Date: April 27, 2023	Supervisor Signature 	Date: April 27, 2023
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